



INVISIBLE WOUNDS.

BE WINGMAN READY. TAKE ACTION. POSITIVE RESULTS.

Conversations about invisible wounds can be uncomfortable and challenging, regardless of rank. Use this four-step guide to have a positive conversation and encourage fellow Airmen to seek support.

An invisible wound is post-traumatic stress disorder (PTSD); traumatic brain injury (TBI); or other cognitive, emotional, or behavioral conditions associated with trauma experienced by an individual.

Everyone should encourage Airmen impacted by invisible wounds to seek support as early as possible. Getting help early speeds up recovery and reduces impacts on an Airman's personal life and career.

HOW TO CONNECT

WHAT TO SAY

WHAT NOT TO SAY

1
TALK

Find a private place to talk
Reach out 1:1
Get information

Got a minute to talk?
I've noticed that you don't seem yourself lately. What's going on?
Tell me more.

Saying nothing.
I've heard enough, you'll be fine.

2
EMPATHIZE

Legitimize their feelings
Summarize
Affirm
Speak positively

It's ok to have these feelings. Thanks for sharing.
Let me see if I have this right, you are saying...
I'm really glad that you shared this with me. Let's work through this together.
It's a strength to seek help.
(If applicable, share a personal story about invisible wounds.)

If you really have a problem, I need to know what it is now.
I don't understand, I feel angry, bummed, etc. too sometimes.
You should keep this to yourself. It will get easier with time.
Toughen up, we all deal with hard situations.

3
SUPPORT

Encourage help seeking
Address barriers
Support them in getting care

Here are some resources that might help you. Let's see if there is one that interests you.
I'd be nervous too about letting anyone know. Most people who get treatment do just fine in their career.
Do you want me to help you make an appointment or walk you there?

I'm not sure who could help?
This could hurt your career.
I don't think you can get time off for treatment during work?

4
SUSTAIN

Continuously follow-up after care has started
Show your support for their recovery process

I was thinking about you. How are you doing?
I'm proud of you for getting help. Is there anything I can do for you?
Recovery is a process, it takes time.

Doing nothing.
Are you better yet?

Learn more about invisible wounds and resources at
www.ReadyAirmen.com



MENTALLY STRONG.
PHYSICALLY FIT.
MISSION READY.